

**VOLUME 11   NUMBER 2   May 2019**

**ISSN 2076-9202 (Print)  
ISSN 2218-046X (Online)**

---

# **International Journal of Information, Business and Management**



**ELITE HALL PUBLISHING HOUSE**

---

## **International Journal of Information, Business and Management**

---

### **ABOUT JOURNAL**

The International Journal of Information, Business and Management (IJIBM) was first published in 2009, and is published 4 issues per year. IJIBM is indexed and abstracted in **ROAD, OALib, Ulrich's Periodicals Directory, ProQuest (ABI/INFORM Global) , ZORA (Zurich Open Repository and Archive), IndexCopernicus, JournalSeek, New Jour, getCITED, Directory of Research Journals Indexing, Open J-Gate, Universal Impact Factor, CiteFactor, ResearchBib, EBSCO Open Access Journals, Scientific Indexing Service, InnoSpace - SJIF Scientific Journal Impact Factor, The Index of Information Systems Journals, National Central Library Taiwan, National Library of Australia , National Science Library (Chinese Academy of Sciences), German National Library of Economics, Eurasian Scientific Journal Index, INTERNATIONAL INSTITUTE OF ORGANIZED RESEARCH (I2OR), Stanford University (USA), The University of New South Wales (Australia)**. Since 2013, the IJIBM has been included into the ProQuest (ABI/INFORM Global) list. Since 2014, the IJIBM has been included into the National Science Library (Chinese Academy of Sciences) one of the top databases in China.

IJIBM is an international journal that brings together research papers on all aspects of Information, Business and Management in all areas. The journal focuses on research that stems from academic and industrial need and can guide the activities of managers, consultants, software developers and researchers. It publishes accessible articles on research and industrial applications, new techniques and development trends.

IJIBM serves the academic and professional purposes for those such as scientists, professionals, educators, social workers and managers. It provides new methodology, techniques, models and practical applications in various areas.

**CONTENTS**

- 1 PUBLISHER, EDITOR IN CHIEF, MANAGING EDITOR AND EDITORIAL BOARD**
- 2 HUMAN RESOURCE MANAGEMENT REFORMS DURING THE FINANCIAL CRISIS: THE CASE OF THE GREEK PUBLIC SECTOR**  
EVANGELIA FRAGOULI, IOANNIS CHRISTOFORIDIS
- 3 CIRCULAR ECONOMY: POTENTIAL AND CHALLENGES**  
LJUBOMIR DRAKULEVSKI, TATJANA BOSHKOV
- 4 NEW FRAMEWORK FOR JOB CREATION: CIRCULAR ECONOMY ACTIVITIES**  
LJUBOMIR DRAKULEVSKI, TATJANA BOSHKOV
- 5 RELATIONSHIP BETWEEN FIRM SIZE AND PROFITABILITY: INVESTIGATION FROM TEXTILE SECTOR OF PAKISTAN**  
KAUKAB ABID AZHAR, NAWAZ AHMED
- 6 “WORKING SMART AND NOT HARD” KEY TO MAXIMIZE EMPLOYEE EFFICIENCY?**  
EVANGELIA FRAGOULI, IRINI ILIA
- 7 IDENTIFYING CONCEPTUAL VARIABLES FROM THE LITERATURE FOR PROPOSING A PERFORMANCE MANAGEMENT FRAMEWORK**  
RENO RENALDI TIBYAN, DERMAWAN WIBISONO, MURSYID HASAN BASRI
- 8 ON THE EFFECT OF THE ONLINE REPORTING OF ACCOUNTING INFORMATION ON INVESTMENT DECISION-MAKING PROCESS IN SAUDI ARABIA**  
NIZAR ALSHOWAIMAN
- 9 INCREASING BUSINESS INTELLIGENCE THROUGH A CRM APPROACH: AN IMPLEMENTATION SCHEME AND APPLICATION FRAMEWORK**  
G. ATHANASOULIAS, P. CHOUNTALAS
- 10 THE EFFECTS OF TRAINING AND MOTIVATING EMPLOYEES ON IMPROVING PERFORMANCE OF CONSTRUCTION COMPANIES: THE CASE OF JORDAN**  
RATEB J SWEIS, RAZAN GHALION, MOHAMMAD EL- MASHALEH, ISRAA AMAYREH, AL- SAYED NIVEEN, WASIIM AL BALKHI
- 11 SOCIAL MEDIA AS A TOOL IN EDUCATION: A CONTENT DESCRIPTIVE ANALYSIS**  
SAHER MANASEER, AFNAN ALAWNEH, H. ALMOGDADY
- 12 RELATIONSHIP AMONG BIG FIVE PERSONALITY TRAITS, JOB PERFORMANCE & JOB SATISFACTION: A CASE OF SCHOOL TEACHERS IN SRI LANKA**  
WS CHANDRASEKARA
- 13 FACTORS INFLUENCING CONSUMERS’ RESPONSE TO CRM IN THE DEMOCRATIC REPUBLIC OF CONGO: THE MEDIATING ROLE OF ATTITUDE AND MODERATING ROLE OF CRM AWARENESS**

WENZE MUDIANDAMBU FABRICE

**14 SLEMAN SMART REGENCY: SYNERGIC AND SIMULTANEOUS BUREAUCRATION REFORM IN SLEMAN REGENCY**

AKADUN

**15 IMPROVING ORGANIZATIONAL PERFORMANCE ALONG WITH STRATEGIC PLANNING IN THE FRAMEWORK OF COMBINING THE DAVID MODEL AND BSC ASSESSMENT MODEL**

MARYAM MOTTAGHI

**16 EXPLORING THE CORRELATION OF OCCUPATIONAL STRESS, PRODUCTIVITY: A CASE OF POLICE OFFICERS IN IRAN**

FATEMEH (HANNAH) HADIYAN, HELEN HADIYAN

**17 THE IMPACT OF EXTERNAL ENVIRONMENTAL ANALYSIS IN THE CHOOSING APPROPRIATE COMPETITIVE STRATEGIES / ON THE APPLICATION OF THE FOUR-STAR HOTELS IN THE CAPITAL AMMAN / JORDAN**

AYMAN ALARMOTI

**18 CORPORATE GOVERNANCE AND FIRM PERFORMANCE USING GMM**

SHAHZAD HUSSAIN, TANVEER AHMAD, SHOAIB HASSAN

**19 VOLATILITY CLUSTERING, NEW HEAVY-TAILED DISTRIBUTION AND THE STOCK MARKET RETURNS IN SOUTH KOREA**

YOON HONG, JI-CHUL LEE, AND GUOPING DING

**20 FOREIGN DIRECT INVESTMENT (FDI) IN AGRICULTURE INFLOWS AND POVERTY IN SELECTED OIC COUNTRIES**

INTAN MAIZURA ABDUL RASHID, NOR'AZNIN ABU BAKAR, NOR AZAM ABDUL RAZAK

**21 A STUDY ON NON-PERFORMING ASSETS IN RETAIL BANKING**

ARFAT AHMAD

**22 INDIAN ECONOMY: IMPEDIMENTS AND INITIATIVES**

MEHNAZ MANZOOR

**Publisher: Elite Hall Publishing House****Editor in Chief:**

Dr. Muzaffar Ahmed (Bangladesh)  
E-mail: [muzaahme1@gmail.com](mailto:muzaahme1@gmail.com)

**Managing Editor:**

Dr. Jia Chi Tsou  
Associate Professor, Department of Business Administration  
China University of Technology, Taiwan  
E-mail: [tsou.tw@yahoo.com.tw](mailto:tsou.tw@yahoo.com.tw)

**Editorial Board:**

Dr. Claudio De Stefano  
Professor, Department of Computer Science  
University of Cassino, Italy.  
E-mail: [destefano@unicas.it](mailto:destefano@unicas.it)

Prof. Paolo Pietro Biancone  
Professor of Financial Accounting, Faculty of Management  
and Economics  
University of Turin, Italy  
Email: [biancone@econ.unito.it](mailto:biancone@econ.unito.it)

Dr. Michael A. Hignite, Ph.D.  
Professor, Department of Computer Information Systems,  
College of Business  
Missouri State University, USA  
Email: [mikehignite@missouristateuniversity.com](mailto:mikehignite@missouristateuniversity.com)

Dr. Seema Varshney  
Assistant Professor, Waljat college of applied sciences  
Muscat, Oman  
E-mail: [smvarster@gmail.com](mailto:smvarster@gmail.com)

Dr. Morteza Rasti Barzoki  
Assistant Professor, Department of Industrial Engineering  
Isfahan University of Technology, Iran  
E-mail: [rasti@cc.iut.ac.ir](mailto:rasti@cc.iut.ac.ir)

Mr. Mohsen Fathollah Bayati  
Department of Industrial Engineering  
Iran University of Science and Technology, Iran  
E-mail: [mbayati@ind.iut.ac.ir](mailto:mbayati@ind.iut.ac.ir)

Dr. Edgardo Palza Vargas  
Telfer School of Management  
University of Ottawa, Canada  
Email: [edgardo.palza-vargas.1@ens.etsmtl.ca](mailto:edgardo.palza-vargas.1@ens.etsmtl.ca)

Dr. Solomon Markos  
Assistant Professor, School of Commerce  
Addis Ababa University, Ethiopia  
Email: [solomonmarkos5@yahoo.com](mailto:solomonmarkos5@yahoo.com)

Dr. Olu Ojo  
Lecturer, Department of Business Administration  
Osun State University, Nigeria  
Email: [oluoioe@yahoo.com](mailto:oluoioe@yahoo.com)

Dr. Mohammed-Aminu Sanda  
Visiting Research Fellow, Lulea University of Technology,  
Sweden  
Senior Lecturer, Department of Organization and Human  
Resource Management, University of Ghana, Ghana  
Email: [masanda@ug.edu.gh](mailto:masanda@ug.edu.gh)

Dr. Khalid Zaman  
Assistant Professor, Department of Economics,  
University of Wah, Pakistan  
Email: [dr.khalidzaman@uow.edu.pk](mailto:dr.khalidzaman@uow.edu.pk)

Dr. Kartinah Ayupp  
Deputy Dean, Economics and Business  
Universiti Malaysia Sarawak, Malaysia  
Email: [akartinah@feb.unimas.my](mailto:akartinah@feb.unimas.my)

Dr. Malyadri. Pacha  
Principal, Government Degree College  
Affiliated to Osmania University, India  
Email: [drpm16@yahoo.co.in](mailto:drpm16@yahoo.co.in)

Dr. Arif Anjum  
Assistant Professor, M.S.G. Arts, Science & Commerce  
College, Malegaon, India  
Managing Editor, International Journal of Management  
Studies  
Email: [infoijcms@gmail.com](mailto:infoijcms@gmail.com)

Mr. Andrew McCalister  
Global Research Awardee, Royal Academy of Engineering,  
University of Cambridge, UK  
Email: [andrewmccalister@gmail.com](mailto:andrewmccalister@gmail.com)

Dr. Mohsin Shaikh  
Professor & Head, Department of Management Studies  
SKN College of Engineering, Pune, India  
Email: [skmohs@yahoo.co.in](mailto:skmohs@yahoo.co.in)

Dr. M. Razaullah Khan  
Associate Professor, Department of Commerce &  
Management Science  
Maulana Azad College, Aurangabad, India  
Email: [drkazakhan@sify.com](mailto:drkazakhan@sify.com)

Mr. Kai Pan  
Research Assistant & Ph.D. Candidate, Department of  
Software and Information Systems  
University of North Carolina (UNC Charlotte), USA  
Email: [kpan@unc.edu](mailto:kpan@unc.edu)

Dr. Sundar Kumararaj  
Associate Professor, Commerce Wing, Directorate of  
Distance Education,  
Annamalai University, Annamalai Nagar, Tamil Nadu, India  
E-Mail: [commercesundar@gmail.com](mailto:commercesundar@gmail.com)

Dr. Mohammad Alawin  
Associate Professor, Business Economics Department  
The University of Jordan, Amman, Jordan  
E-mail: [m.alawin@ju.edu.jo](mailto:m.alawin@ju.edu.jo)

Mr. Dinh Tran Ngoc Huy  
Visiting lecturer, PhD candidate, Banking University HCMC,  
Vietnam  
Email: [dtnhuy2010@gmail.com](mailto:dtnhuy2010@gmail.com)

Dr. Cüneyt AKAR  
Associate Professor, Department of Business Administration  
Bandirma Onyedü Eylül University, Turkey  
Email: [cakar@bandirma.edu.tr](mailto:cakar@bandirma.edu.tr)

**Web:** <http://ijibm.elitehall.com>

ISSN 2076-9202 (Print)

ISSN 2218-046X (Online)

# **NEW FRAMEWORK FOR JOB CREATION: CIRCULAR ECONOMY ACTIVITIES**

---

## **Ljubomir DRAKULEVSKI, PhD**

Professor and Dean at Faculty of Economics  
Ss.Cyril and Methodius University, Skopje, Macedonia  
E-mail: drakul@eccf.ukim.edu.mk

## **Tatjana BOSHKOV, PhD**

Professor at Faculty of Tourism and Business Logistics,  
University "Goce Delcev", Stip, Macedonia  
E-mail: tatjana.boskov@ugd.edu.mk; tatjana.boskov@gmail.com

### **Abstract:**

In the time of competitiveness, circular economy is a way to change economic growth pattern and achieve the balance among economy, resources and environments. World trends show that circular economy is an excellent way to create jobs and thus increase economic growth. This implies employment in the retail of second hand goods sector, employment in repair activities by employment in the repair of machinery and equipment sectors and the repair of electronic and household products sector. This paper argues that employment in circular economic activities creates opportunities for economic growth and a visible increase in the level of employment. Of course, this also depends from the policy and strategy of any government. Taking into account what economic activities encompass the circular economy, it simply represents a necessity for every society and its well-being.

### **Key words:**

jobs, employment, circular economy, Europe, growth.

## **1. Introduction**

In the time of competitiveness, circular economy could be a solution for jobs creation through its activities. For example, many analyses show that Europe has skill mismatch. As a result there are worse labour market performance. As a reference is taken Non Accelerating Inflation Rate of Unemployment or NAIRU. This means that if unemployment is above NAIRU, than there is positive prospect that the sector help speed the adjustment towards it through creating

additional jobs. Short term job creation may offer significant benefits for a substantial period of time and in the long run, a growing sector can permanently create more jobs if it can lower the NAIRU itself.

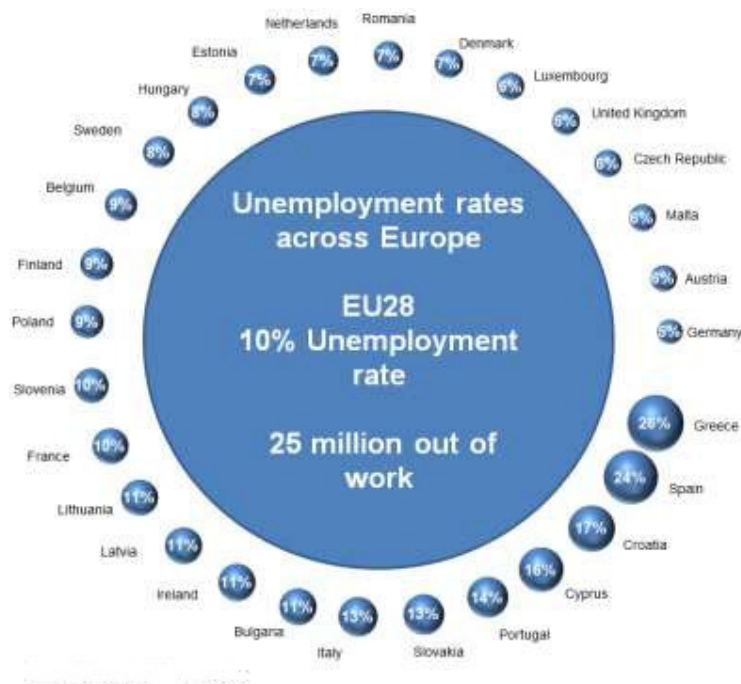
The term successful economy means prosper in the industry. This is the reason to think that companies should be prepared for volatility which is characteristic for emerging markets, especially the year - 2016. According this, 2015 ended with the beginning of a tightening monetary policy of US (Frankel, 2015). 2015 and 2016 are specific for regulatory tightening (Evenett and Fritz, 2015). For example, EU forces insurer to bolster their solvency, while Europe and US will report on banking stress tests. The part where regulators are using their powers is environmental protection—particularly following the climate change deal (Jackson, 2009). In energy sector there is a range of measures, enabling companies to raise their energy efficiency.

Without a doubt, the financial crisis of 2008 left the consequences for the employment rate and the difficult circumstances to create jobs.

## **2. Overview of labour market activity in Europe**

Analyzes for 2018 show that the unemployment rate in Europe is 10%, or 25 million people are unemployed. If you make a comparison, we will find that job creation is most difficult across Europe because of the financial crisis that hit all countries of this continent. An exception to all of this is Germany, where the unemployment rate is even below the level of unemployment in 2008. More specifically, Germany is a country that employs work force from all over Europe and all created jobs can be filled.

According to Eurostat, Figure 1 and Table 1 show countries across Europe and their percentage of unemployment. From the figure 2 could be seen that the highest unemployment rates are in Greece (26%) and the countries with the lowest unemployment rates are Germany (5%), Austria (6%), Malta (6%), the Czech Republic (6%), and the United Kingdom (6%).

**Figure 1. Dispersion of unemployment rates across Europe**


Source:Eurostat

**Table 1. Dispersion of labour market activity employment and unemployment by European nation, 2014**

Country	Economically active		Employment		Unemployment		Economically	
	000s		000s					
Austria	4,357	76.8	4,113	72.5	245	6%	1,318	23.2
Belgium	4,967	68.4	4,544	62.5	423	9%	2,299	31.6
Bulgaria	3,366	70.2	2,981	62.2	385	11%	1,430	29.8
Croatia	1,893	67	1,566	55.4	327	17%	933	33
Cyprus	435	75.7	365	63.5	70	16%	140	24.3
Czech Republic	5,298	74.8	4,974	70.2	324	6%	1,783	25.2
Denmark	2,906	80.1	2,714	74.8	192	7%	720	19.9
Estonia	675	78.3	625	72.5	50	7%	187	21.7
Finland	2,680	77.2	2,447	70.5	232	9%	792	22.8
France	28,784	72.4	25,769	64.8	3,015	10%	10,954	27.6



Germany	41,969	79.6	39,879	75.6	2,090	5%	10,769	20.4
Greece	4,809	68.3	3,536	50.2	1,273	26%	2,231	31.7
Hungary	4,444	67.5	4,101	62.2	343	8%	2,144	32.5
Ireland	2,157	71.7	1,914	63.6	243	11%	850	28.3
Italy	25,515	65.2	22,279	56.9	3,236	13%	13,646	34.8
Latvia	992	76.6	885	68.3	108	11%	303	23.4
Lithuania	1,477	75.3	1,319	67.3	158	11%	484	24.7
Luxembourg	261	71.7	246	67.4	16	6%	103	28.3
Malta	192	67.5	181	63.7	11	6%	93	32.5
Netherlands	8,978	81.8	8,318	75.8	660	7%	2,003	18.2
Poland	17,428	68.9	15,862	62.7	1,567	9%	7,850	31.1
Portugal	5,226	76.9	4,500	66.2	726	14%	1,569	23.1
Romania	9,242	68.3	8,614	63.7	629	7%	4,285	31.7
Slovakia	2,722	70.6	2,363	61.3	359	13%	1,131	29.4
Slovenia	1,015	72.6	917	65.6	98	10%	382	27.4
Spain	22,955	74.6	17,344	56.4	5,611	24%	7,795	25.4
Sweden	5,183	84.4	4,772	77.7	411	8%	958	15.6
United Kingdom	32,637	79.5	30,642	74.6	1,996	6%	8,436	20.5
EU28	242,562	73.9	217,768	66.4	24,794	10%	85,587	26.1

Source: Eurostat Labour Force Survey

### 3. Perspectives for circular economy activities in Europe

In recent years, we are increasingly witnessing the meaning of the term circular economy. World trends show that circular economy is an excellent way to create jobs and thus increase economic growth. This implies employment in the retail of second hand goods sector, employment in repair activities by employment in the repair of machinery and equipment sectors and the repair of electronic and household products sector, closed & open loop recycling activity is proxied by employment in the wholesale of waste and scrap sectors and the waste and recycling sector, and for circular economy activity relating to servitisation jobs are proxied by employment in the rental & leasing sectors (EMF, 2015).

According WRAP, circular economy successfully create jobs in businesses that operate in sectors with a high propensity towards circular economy activities, namely the repair, reuse, remanufacturing, recycling and rental & leasing sectors (Table 2).

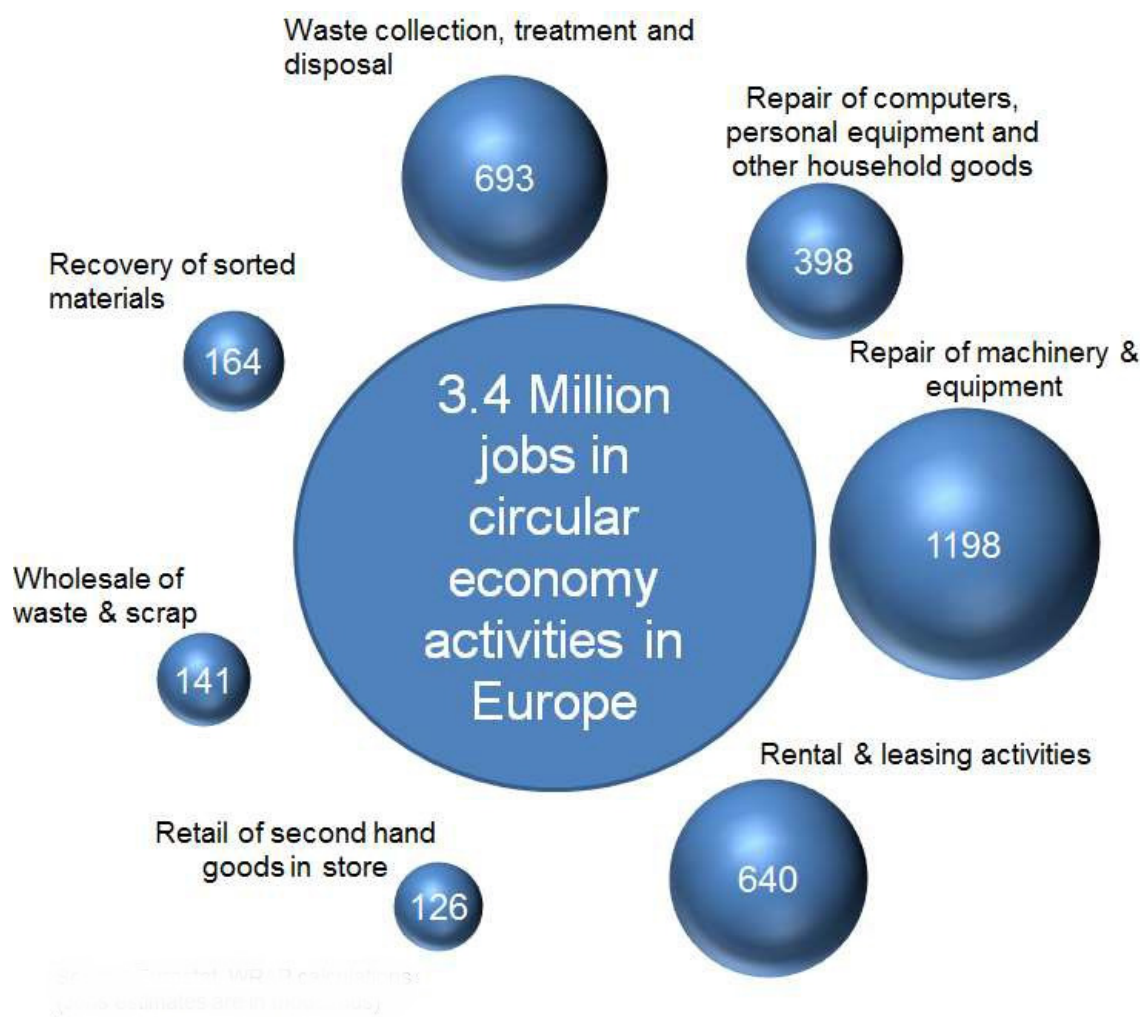
**Table 2. Mapping employment in circular economy activities to official data**

Circular economy activity	Sector proxies in official
Closed and open loop recycling – processes that create new products from waste without changing the inherent properties of the material. For example recovering PET from bottles for use in other PET applications. Open loop recycling – also referred to as downcycling, is where recovered materials	Wholesale of waste & scrap Waste & recycling
<b>Aggregate</b>	
Repair/remanufacturing - where products need repair or reconditioning before going back into use remanufacturing preserves most value.	Repair of machinery & equipment Repair of electronics &
Reuse - examples included are electrical & electronic goods and textiles. These products are worth more than the raw materials they are made up from. A re-used iPhone retains around 48 per cent of its original value compared to just 0.24 per cent of its original value as it recycles.	In-store retail of second hand goods
Servitisation – examples are systems and business models that make more effective use of assets including include leasing of products and provision of products as services thereby deferring consumption of new assets. Many examples are B2B (business to business) such as Xerox and Ricoh leasing photocopiers and printers, Interface's carpet business or Philips 'pay per Lux' but there are B2C (business to consumer) and C2C (customer to customer) examples such as Airbnb or Streetcar.	Renting & leasing activities

Source: WRAP/GA (2015a)

Eurostat and WRAP calculate the level of average employment in each country in Europe, that is, employments that as economic activities belong to the circular economy (WRAP/GA, 2015a). Figure 2 gives an overview of the created jobs in repair, waste and recycling and rental & leasing activities.

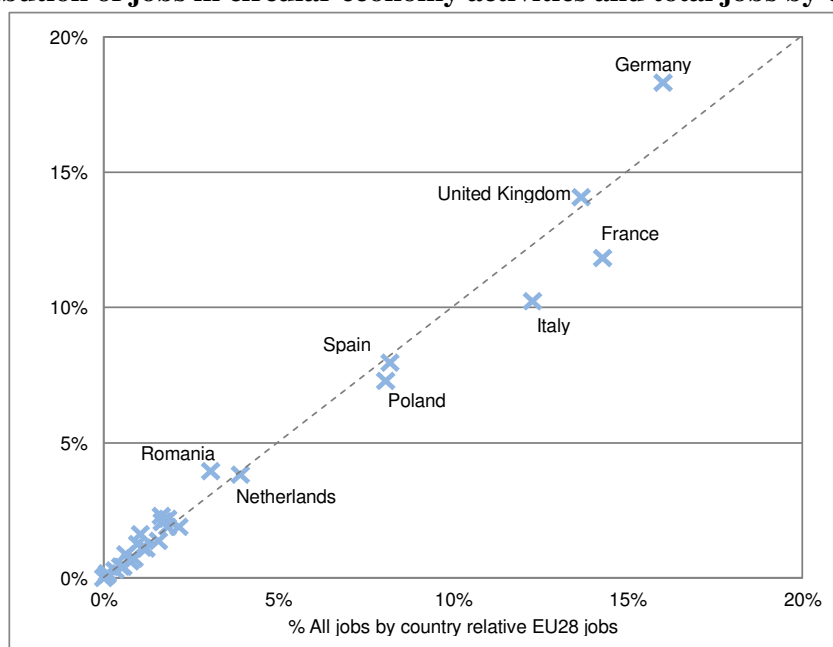
**Figure 2. Estimates of current jobs in circular economy activities across Europe**



Source: Eurostat; WRAP.

Analyses show that employment in circular economic activities creates opportunities for economic growth and a visible increase in the level of employment (DEFRA, 2015). Of course, this also depends on the policy and strategy of any government. Taking into account what economic activities encompass the circular economy, it simply represents a necessity for every society and its well-being (Figure 3).

**Figure 3. Distribution of jobs in circular economy activities and total jobs by country**



Source:Eurostat

Also, Eurostat made a calculation that for waste collection, treatment and disposal activities Bulgaria, Croatia, Czech Republic, Italy & Romania have the highest proportions of employment. Austria, Estonia, Finland, Slovakia, Sweden, Czech Republic, France, Hungary, Lithuania and Spain have the highest proportions of employment in repair activities (repair of machinery & equipment and repair of computers, personal and other household goods). In store retail of second hand goods is proportionately the highest in Estonia, Hungary, Latvia, Lithuania and the United Kingdom. For recovery of sorted materials France, Lithuania, Luxembourg, Romania & Slovenia have comparatively higher proportions of their populations employed while for wholesale of waste and scrap the top 5 countries are Bulgaria, Latvia, Lithuania, Poland and Spain. Countries for which rental and leasing activities have the highest proportion per 10,000 population are Ireland, Luxembourg, Malta, the Netherlands and the United Kingdom (Eurostat, 2018).

#### 4. Conclusion

A circular economy creates economic value with more labour resources, and deliver economic benefits like job creation and lower structural unemployment.. Higher unemployment regions can benefit from remanufacturing employment. Growth in recycling, re-use, repair activities offer potential for job creation suitable for employees displaced from traditional manufacturing. Analyzes show that employment in circular economic activities creates opportunities for economic growth and a visible increase in the level of employment. Of course, this also depends

on the policy and strategy of any government. Taking into account what economic activities encompass the circular economy, it simply represents a necessity for every society and its well-being.

In the time of competitiveness, circular economy is a way to change economic growth pattern and achieve the balance among economy, resources and environments. World trends show that circular economy is an excellent way to create jobs and thus increase economic growth. This implies employment in the retail of second hand goods sector, employment in repair activities by employment in the repair of machinery and equipment sectors and the repair of electronic and household products sector. This paper argues that employment in circular economic activities creates opportunities for economic growth and a visible increase in the level of employment. Of course, this also depends from the policy and strategy of any government. Taking into account what economic activities encompass the circular economy, it simply represents a necessity for every society and its well-being. So there's a reasonable chance that a growing circular economy in Europe will offer opportunities for a range of occupations across regions and countries.

## 5. Reference

Beasley J., Georgeson R., Arditi S., Barczak P. Advancing Resource Efficiency in Europe: Indicators and waste policy scenarios to deliver a resource efficient and sustainable Europe. Brussels: European Environmental Bureau (EEB), 2014. 50 p.

Best H., Kneip T. The impact of attitudes and behavioral costs on environmental behavior: A natural experiment on household waste recycling. Social Science Research, vol. 40(3), 2011, pp. 917-930.

DEFRA(2011) The Further Benefits of Resource Efficiency  
<http://randd.defra.gov.uk/Default.aspx?Menu=Menu&Module=More>

DEFRA(2015) Digest of Waste and Resource Statistics DEFRA UK  
[https://www.gov.uk/government/statistics/digest-of-waste-and-](https://www.gov.uk/government/statistics/digest-of-waste-and-resource-statistics-2015-edition) resource-statistics-2015-edition

Directive 2008/98/EC of the European Parliament and the Council of 19 November 2008 on Waste and repealing certain Directives. [online] [27.09.2017]. Available at: <http://eurlex.europa.eu/>

EC. Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions Closing the loop – An EU action plan for the Circular Economy COM(2015) 614 final, Brussels, 2.12.2015. [online] [17.12.2017]. Available at: <https://eur-lex.europa.eu/>

EC. Progress Report on the Roadmap to a Resource Efficient Europe. SWD/2014/0206 final/2. [online] [27.09.2017]. Available at: <https://eur-lex.europa.eu/>

EC. Proposal for a Directive of the European Parliament and of the Council amending Directive 2008/98/EC on waste. COM(2015) 595 final. [online] [12.12.2017]. Available at: <http://eurlex.europa.eu/legal-content>

EMF (2015) "Growth Within: A Circular Economy Vision for a Competitive Europe", EMF, SUN, McKinsey Center for

## Business and Environment

European Commission (2010) Directive 2010/75/EU on industrial emissions <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32010L0075> European Parliament resolution of 9 July 2015 on resource efficiency: moving towards a circular economy (2014/2208(INI)). [online] [12.12.2017]. Available at: <http://europarl.europa.eu>

Eurostat. Database. [online] [08.01.2018]. Available at: <http://ec.europa.eu/eurostat/data/database>.

Eurostat. Environmental economy – employment and growth. [online] [17.01.2018]. Available at: <http://ec.europa.eu/eurostat/statistics-explained/>

Fischer et al (2011) Green economy and recycling in Europe, ETC/SCP working paper 5/2011, Christian Fischer, Ioannis Bakas, Anders Bjørn, Naoko Tojo and Christian Löwe

Hobson K. Closing the loop or squaring the circle? Locating generative spaces for the circular economy. Progress in Human Geography, vol. 40(1), 2016, pp. 88-104.

Jackson, T (2009) Prosperity Without Growth? The transition to a sustainable economy, Sustainable Development Commission, UK

Melece L. Challenges and Opportunities of Circular Economy and Green Economy. Engineering for Rural Development, 2016, pp. 1162-1169.

Seadon J. K. Sustainable waste management systems. Journal of Cleaner Production, 2010, vol. 18(16-17), 2010, pp. 1639-1651.

WRAP/GA (2015a) Employment and the circular economy – job creation in a more resource efficient Britain, Julian Morgan (Green Alliance) and Peter Mitchell (WRAP)